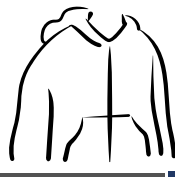
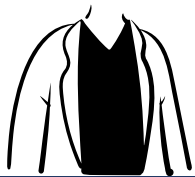




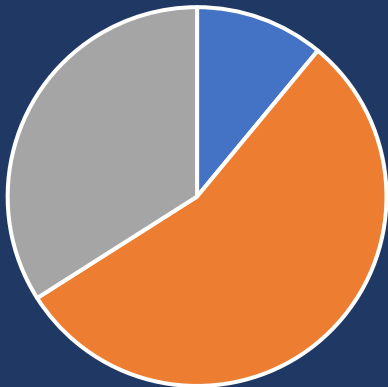
Our Workforce

Year-End 2022



CMS Energy Workforce Age

<30: 992
30-50: 4,960
>50: 3,042



■ <30 ■ 30-50 ■ >50

CMS Energy Contractors: 715

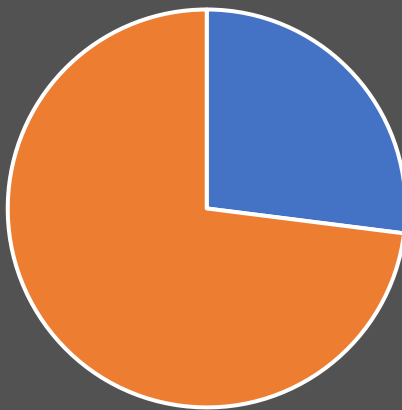


CMS Energy Employees Eligible for Retirement

Michigan	484
US (not MI)	13
Canada	1

Used average retirement age of 61.2

CMS Energy Gender Data



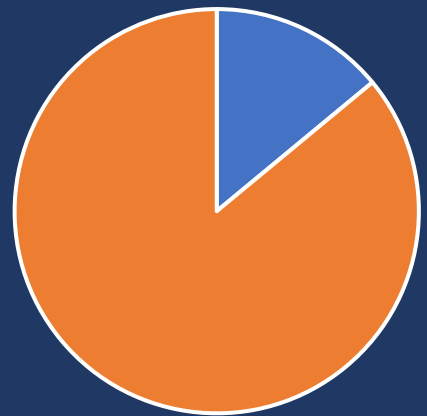
■ Female ■ Male

Location	Female	Male
Full Time-Michigan	2,422	6,431
Full Time-US (not MI)	38	97
Full Time-Canada	2	4
Part Time-Michigan	2	0
Part Time-US (not MI)	1	0

Interns and workers comp. are excluded.

CMS Energy Employee Diversity

Diverse	1,236
Non-Diverse	7,757



■ Diverse ■ Non-Diverse

Additional information on Consumers Energy specific employee diversity can be found in our [Consumers Energy's EEO-1 report](#) as well as on our [Diversity, Equity and Inclusion](#) webpage.



For additional workforce details and data please visit our [ESG Report](#)